

WESTMORLAND

Westmorland Limited Gender Pay Gap Report 2021

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5th April 2021.

It should be noted that the 'snapshot date' was during the third national lockdown, in the early stages of the lockdown measures being eased. At the time, non-essential retail and hospitality were required to close and as a result a number of our business units were closed with reduced numbers of colleagues working across Westmorland Limited. The stay at home order had only recently ended and people were advised to stay local.

A significant number of colleagues remained on furlough leave and are therefore excluded from these figures. Consequently, only 281 colleagues are included in this analysis, compared to 585 for 2019. As a result, the gender pay gap figures for 2021 may not be representative of a typical year.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	12.9%
	Median	3.2%

The average hourly rate paid to women was 12.9% lower than that paid to men in April 2021. This represents an increase from a figure of 11.1% in April 2020 but remains below the national average of 14.9%. Our median gender pay gap is 3.2% and although this again represents an increase from 0.7% in 2020, it remains significantly below the national average of 15.4%.¹

Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	-100%
	Median	-100%

Percentage of male employees that received a bonus:	0%
Percentage of female employees that received a bonus:	0.3%

Only one colleague received a bonus. As this colleague was female, it results in a -100% bonus pay gap.

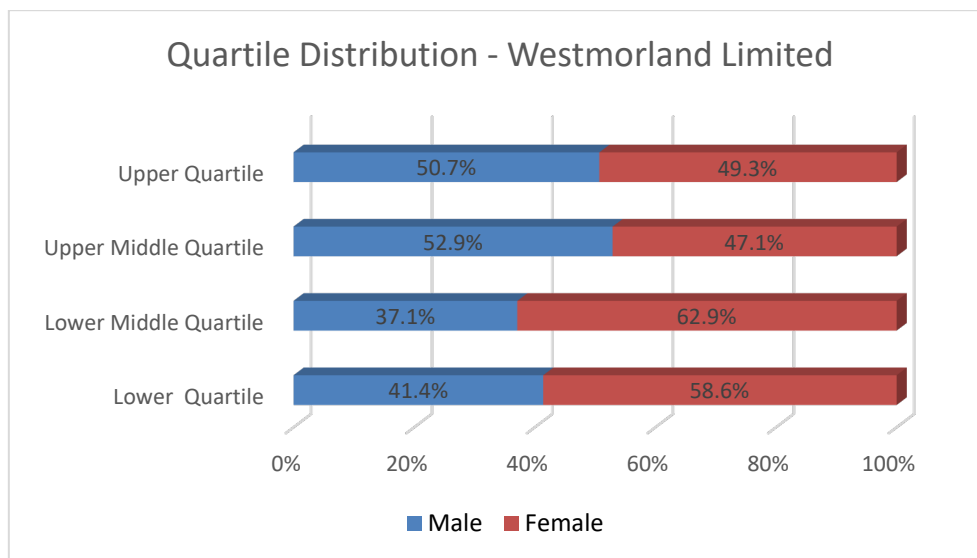
¹ Source: Office for National Statistics, Annual Survey of Hours and Earnings.

What's difference between the mean and median figures?

The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

Proportion of Men and Women in Each Pay Quartile

Approximately 55% of our colleagues included in this analysis are female. However this distribution is not evenly distributed across quartiles, with males accounting for over 50% of colleagues in the upper and upper middle quartiles. As average hourly pay is higher in these quartiles, it has the effect of increasing the gender pay gap.



Summary

Our gender pay gap for 2021 does represent an increase in our gender pay gap when compared to 2020. Whilst this is disappointing, our figures, as with many companies, are affected by the coronavirus pandemic and its consequent impact on the gender pay gap. Nevertheless, our gender pay gap figures remain lower than national averages.

We look forward to carrying out more detailed analysis of our gender pay gap once our figures are no longer figures affected by coronavirus pandemic. This will enable us to understand our gender pay gap more clearly and take steps as necessary in order to reduce our gender pay gap still further.

I can confirm that the data provided in this report is accurate.

Sarah Dunning
Chairman